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New York, July 6th, 1914.

Mr. President and Delegates of the
6th Annual and 2nd Biennial Convention of
the International Union of Pavers, Rammers, Flag-Layers,
Asphalt Workers, Bridge and Stone Curb Setters.

Brothers:

In submitting to the delegates of this convention my Biennial report of my stewardship, I have endeavored to be as brief as possible only touching on the important question concerning the welfare and progress of our International Union. There has been considerable work done of a minor nature which does not appear in this report and to attempt to specify all would be so voluminous as to tire you. The splendid progress we have made during the last two (2) years shows the great need of continuing our efforts to thoroughly organize every branch of our trade throughout the country. In this way, we are striving to bring about harmony and solidarity of all branches of our industries and have all to work as a unit for the advancement and protection of all. The way has been made smoother and the working men of our industries will not fail to march onward until they attain their object. The degree of unity of a trade labor union organization of a country is best expressed in the number of members belonging to affiliated unions. By reason of the concentration of capital nowadays, the solid front shown by the employers and the International aspect of large and strong employers association, the establishment of a uniform organization has become a matter of life or death in every land. The old principle that any trade or trade organization should but care for its union, cannot be admitted today. If the trade unions are not to be exposed to the danger of losing influence already attained, they must lend their co-operation with others. Any man who is capable of reasoning can see that skilled labor is a union's greatest asset as it is also the greatest asset of the employers. The history of industrial disputes shows that unskilled labor is useless to an employer, is it not then logical to assume that our aim should be and is to make all workmen as skilled as possible in their respected branches so that in the event of controversy we can more easily secure our demand for better conditions and higher wages. In the organizing of our trade, I wish to call to the special attention of this convention the great amount of work being performed in the Southern States and we should make some provisions at this convention so as to establish our union and bring this work under our jurisdiction.

Following is my report in detail ending May 31st, 1914.

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Discussing organization work, will say that Organization, from the information gathered, the growth of the labor movement and the International Union have been satisfactory during the two (2) years, in spite of the organized resistance of the employers of labor manifested in every industrial community of the state. Satisfactory as it has been, there are yet many things to be hoped for and much hard work to be done to arouse members of our craft to a realization of united action.

When the individual man strives to put everything possible into the labor movement, then the great union army will move forward with irresistible impetus. Therefore, men of labor should awake; no nobler cause ever called you to action, and no greater victory stood within easy reach of those who battle for a nobler, higher and grander civilization for the human family.

The non-union worker may argue that he is a free born American citizen, and that being such, he claims the right to work for whom he pleases, for what wages he pleases, and as many hours he pleases, but to get work to do, he knows that he has to ask the employer for the opportunity to work, take what the employer chooses to pay and work as many hours a day as the employer requires. Yes, the non-union man is a free born American citizen. He is free to accept the condition for an existence that the employer is willing to give or else he has the right as a free born American citizen to end his existence by starvation or suicide.

Only through the united action and collective bargaining of organized labor has it been possible to shorten the workday, raise the wages and in many ways improve the conditions of our International Union. Only by these means have the toilers--of these United States been able to successfully resist reductions in wages and reductions in the hours of labor. Only by these means they have been able to secure better homes, better clothes, better food, more comforts and establish greater respect for themselves and their families. Only by these means have they been able to make for the members a better condition to work under and secure some protection in their labor; raise the standard of living and citizenship for the trade. Only by these means have the toilers been able to establish the principle that men have as much right to say what wages they will accept and how many hours a day they will work as the employers have to raise the price of their product whenever they see fit.

The worker that remains outside of the union of his craft, not only stands alone but is also knowingly or unknowingly, assisting the exploitation and degradation of the workers by the profit-taking class--the employers of labor.

The workingman with brains, joins his trade organization, because he knows that standing alone as an individual, he cannot protect his rights to life, liberty and the pursuit of happiness.

The worker who does not join the union of his trade, in order to be independent, is more to be pitied than blamed for his mental malady that makes him believe that he is independent as a wage-earner. As long as the worker does not receive the full value of his labor he is not independent, because he is forced to contribute part of his labor to those that live off his labor.

I have visited many states upon request and for the purpose of organizing.

In Baltimore, the Asphalt Workers are not organized and our local of Rammersmen was in bad standing owing to the death of their Secretary. The matter was neglected and after talking to the Officers and writing to them several times after the trip, the arrears were straightened out.

I visited the local of Pavers who called a meeting and a large number of men responded. I talked along general lines. The meeting was very successful and interesting and I want to take this opportunity of thanking them for their hospitality and treatment to me while in their city.

I went to Washington, D.C., in regard to a matter with the A.F. of L. and found there was a considerable lot of Asphalt work being done in Washington and some paving and ramming. This is one of the few places which we have no local organization of any branch of our industry.

In Poughkeepsie there is a few pavers working for the city and they are used as general men who does not belong to any union. All the contract work is done by outside firms.

I have tried on many occasions to organize the Pavers & Rammers in Albany who mostly work for the city and I had the aid and support of the Central Body of Albany in trying to bring this about. Their action is still pending.

There was considerable work done in Syracuse in Granite Block Pavement. Some union men were working and some men from Albany and we could have manned the job with union men from other sections of the country, but we could not get any as all the men were very busy all over.

I attended by request a meeting of Local #32 of Providence, R.I. and I may say it was one of the best moves to get conditions that I have found during my term of office. They had a smoker and invited all the Prominent Labor Men and City Officials to attend and a great many of the Council Men and the Ex-Mayor and others showed up and spoke on the questions of the relations of the City and Labor and they all expressed the sentiment that they felt the city ought to be a model employer. We brought to the attention of those present the condition of the Pavers & Rammers employed by the City of Providence, R.I. and pointed out the great discrepancy in wages existing in Providence and other cities and as a whole, the scheme was successful and good results were obtained later on.

I went to Boston on a couple of occasions to try and organize the pavers of Boston which is an Independent Organization and had quite some correspondence with the Officers. I attended two (2) meetings of this Boston Organization and spoke at great length on the benefits that would accrue to the members by being affiliated with the International Union and explained to them the jurisdiction that they would have, if a charter was taken out. The only real objections that showed itself was they objected to some class of pavers that we have affiliated with us and seemed to think that if they were affiliated with the International Union that they would meet with competition in their work. I may say that while attending at their meeting they showed me all the courtesy and hospitality that anyone could expect. Shortly after a Contractor who employs nothing but International Union men, done considerable work in Boston and employed members affiliated with the International Union. There was a protest made by the Boston Union to the City officials and there was

Had considerable correspondence with James Bell, an Asphalt Worker in Boston, Mass. in regard to organizing a local and which is still pending. All correspondences will be found marked, Organization Documents No. 2.

Question which was referred by the convention in regard to organizing a local in Philadelphia and which was referred to the incoming officers. We spent considerable time in trying to organize this local in a way that would not create any friction. After taking up the question with Local #54, they gave their consent and all correspondence with them will be found in Document No. 3.

We then took the question up with Local #48 and I had a conference with all interested parties at the Hotel Columbia, Broad and Arch Streets, Philadelphia, Pa. which lasted for some time and which no satisfactory results could be obtained. We sent one of the Executive Officers, Frank Farrell on to Philadelphia on July 15th, 1912 to see what could be done and see if it was possible to harmonize all factions which failed. Report of Bro. Farrell in full in Document No. 4.

They would not give their consent and after I made some more visits and corresponded with Local #48, they finally consented to the organizing of this local and which was done. Had correspondence with Bro. Frank Weber, Milwaukee, in regard to forming an Asphalt Local. Application for charter is still pending. All communications will be found in Document No. 5.

Corresponded with Jack Krause, Holyoke, Mass. in regard to forming a local which is still pending. All communications will be found in Document No. 6.

Correspondence with William A. Davis, Norfolk, Va. in regard to forming a local. Correspondence will be found in Document No. 7.

Correspondence with Walter M. Stilt, Martin Davis and Matthew Comerford in regard to taking the Steam Asphalt Roller men into our Asphalt Local which was satisfactorily adjusted. All communications will be found in Document No. 8.

Correspondence from General Organizer Fitzpatrick of the A.F. of L. of Chicago, in regard to the Wood Block and Brick Pavers. The members who formerly was affiliated with our International Union and who refused to meet their obligations were suspended under the law after all efforts failed. We then formed a local of Wood Block and Brick Pavers from the rank of the members of Local #35 and I notified Organizer Fitzpatrick if they desired to affiliate, they would have to join the local already organized and affiliated with us in Chicago. All communications can be found on this matter in Document No. 9.

Received letter from the Central Labor Union, Wilkes-Barre, Pa. asking our co-operation in organizing. I agreed to do all we could for the interest of organized labor. All communication can be found in Document No. 10.

All Correspondence in relation to the Boston Independence Union of Pavers and the efforts that have been made to bring these men in the ranks of organized labor and our International Union can be found in Document No. 11.

The matter of re-organizing the wood block local of New York which was referred by the last convention to Bro. Pritchard will be found in Document No. 12.

There is a few other places that we have just taken up but there is no important results to report on at the present.

The correspondence with Mr. Charles Collins of Youngstown, O. in relation to a charter to be issued to Youngstown. This charter was a kind of a mixed local affair including Pavers, Rammers, Curb Setters & Etc. and there was some protest made by the Irons. The question is still pending. All communications will be found in Document No. 13.

Correspondence with John T. Smith, Local Organizer of the A.F. of L. in Kansas City, Mo. in which I made efforts to try and have a local of Pavers & Rammers to be formed. I am lead to understand that a great deal of the stone paving that is done in Kansas City is done by the men from St. Louis. All communications on the matter will be found in Document No. 14.

Newark to see the City Officials in regard to paying the rate of wages to the men employed by the city who are not union men, he promised to join the union if we get the increase. Had a conference with the City Officials who promised to take the question up. Action still pending. Correspondence on this question will be found in Document No. 15.

CHARTER ISSUED SINCE THE ADJOURNMENT OF THE LAST CONVENTION AT PITTSBURG, PA.

Wood Block Pavers,	New York City.	Local #81
Pavers & Rammers,	Lawrence, Mass.	" 48
Asphalt Pavers & Helpers,	Pittsburg, Pa.	" 70
Pavers & Rammers,	Philadelphia, Pa.	" 77
Pavers & Curb Setters,	Montreal, Quebec,	" 78
	Dominion of Canada.	
Asphalt Workers,	Seranton, Pa.	" 76
Asphalt Workers,	Cleveland, O.	" 80
Pavers & Curb Setters,	Tranton, N. J.	" 79
Paving Cutters,	Mt. Airy, N. C.	" 75
District Council,	Pavers & Rammers & Etc.,	
	Philadelphia, Pa.	
Pavers & Rammers,	Jamestown, N. Y.	

After this charter was issued on the payment of part Initiation Fee of \$10.00 and which charter was issued to the local organizer, J.H. Kane, Jamestown, N.Y., Box 102. Owing to some complications which arose, there was a request made for the return of the \$10.00 that was left on deposit and in view of the fact of this application coming through the office of the A.F. of L. and feeling that it was useless to waste any more time in trying to form this local, we returned the \$10.00 on the return of the charter. All communications on the matter can be found in Document No. 16.

EXTENSION OF CHARTER.

Local #29 of St. Louis chartered as Pavers Helpers. Local #29 asked for an extension of charter to cover Rammersmen, Brick and Wood Block Pavers and Pavers Helpers. The request for the extension of charter was forwarded on to Pavers Local #16 of St. Louis who objected to any extension of charter to cover Rammersmen and Curb Setters. This question was taken up by our International Executive Board at their meeting and it was decided if there was a sufficient number of rammersmen, they should form a local by themselves. Owing to the objections by Local #16 there was no extension of charter granted. While in

St. Louis on my return from the convention in Seattle, I met the officers of Local #29 and #46 and advised them to have a conference to see if the question could not be satisfactorily settled. Up to date I have no official notice of any action being taken. A request from Cleveland to extend the charter to cover the extension of charter to cover. Have not heard in regard to the question since. All communications can be found in Document No.

Cal. #1, Our Section of San Francisco, Cal. was suspended under the law for non-payment of Per-Capita-Tax. #14, Pavers and Rammers, Wilmington, Dela. was suspended under the law for non-payment of Per-Capita-Tax.

CONSOLIDATIONS.

From the District Council of Greater New York and vicinity to Local #41 of the Bronx with Local #37, it was shown owing to a great number of the men layed off in the industry in the Bronx, it was for the best interest of the industry to have the one local of Pavers and Rammers in the Borough of the Bronx and with the consent of Local #41, Local #37 agreed to take them in so as to make one local. Communications will be found in Document No. 18.

COMPLAINTS.

July 14th, 1913, I received from the American Federation of Labor a copy of a complaint made by John E. Griffith of Local #1 in regard to the action of our last convention claiming in said complaint some irregularities as appeared to him at our last convention. I was compelled to answer the same and to visit Atlantic City where the Executive Council of the A.F. of L. was in session. The complaint was properly answered and the action of our convention approved. All communications and full complaint in Document No. 19.

July 14th, 1913, a complaint was made by the Municipal Street Pavers Association and an application to the A.F. of L. for a charter. The matter was referred to me as International Secretary and I took the proper means under the law of the A.F. of L. and our chartered rights to defend ourselves. The application for a charter was denied. All communications and complaint in full in Document No. 20.

Complaint from the A.F. of L. in regard to the Central Labor Council of Seattle refusing to obey the order of the A.F. of L. to suspend two (2) Independent Locals of Electrical Workers and request the support of our local in Seattle. The law in this matter was laid out by the International Union. All communications in Document No. 21.

Complaint from the A.F. of L. in regard to the Buffalo Central Labor Union refusing to obey the mandates of the A.F. of L. and the revoking of the charter of the Buffalo Central Body and the issuing of a new charter to the trades that stuck with the A.F. of L. Was requested to have our local in Buffalo affiliate with the new Central Body. The law in this matter was laid out. All communications in Document No. 22.

Complaint from the Secretary of our Local #23 in Rochester, N.Y. notifying us that there are laborers doing the Brick Paving in Rochester. I took the question up with the Central Body in Rochester which agreed to give us all the support possible to have our men do this work and which Central Body recognizes our right to do the work. I also took the question up with the International Union of Laborers, who informed me he would investigate the complaint. He afterwards informed me these men doing work had no affiliation with his union. All communications in Document No. 23.

Complaint from our local of Paving Cutters in Lithonia, Ga. stating Venable Bros. of Stone Mountain, Ga. were sending non-union cut paving blocks into Cincinnati and Columbia, O. The question was referred to President Doherty. Communications in Document No. 24.

GRIEVANCES.

The Department of Water, Gas & Electricity had a number of Pavers & Rammers employed in the Borough of Kings and Manhattan and owing to a craze for economy which prevails with the reform administration of the City of New York, all the men working in this department were layed off and the Water Department turned the work over to the Department of Highways where these men found employment. We have had a dozen conferences with the Water Commissioner and the Mayor of New York City and in addition, considerable correspondence upon the question passed. It was impossible to get the officials of the Water Department to reinstate the men, claiming the highway men were the proper department to have this work done by. All communications in Document No. 25.

In the City Government of the City of New York, some of our men were layed off for the slightest infraction of the rules and other causes and in all the cases brought to the attention to the International Union for their co-operation, they were satisfactorily adjusted. There were many grievances filed in the office against the city holding the men pay up for five (5) or six (6) weeks after the men had earned it and which placed many of the men in a bad predicament. We took this matter up with the proper authorities and after much correspondences and personal interview it was in a measure straightened out. All communications in Document No. 26.

Louisville, Ky. had a grievance against the Railroad Co. and requested the International Union to send some officer of the International Union to Louisville to see what could be done in adjusting any grievance they may have and to help build up and strengthen their local. This question was referred to President Doherty who went to Louisville, Ky. to adjust the matter and who will submit a report upon the same. All communications in Document No. 27.

In Hudson County, Jersey City, the Board of Streets and Water Commission past the following resolution:

Resolved,

That on and after January 1st, 1914, the following list of employees shall be dropped from the city employment as not necessary doing away with the classification these men comes under.

Some of our men were layed off for three (3) months with the co-operation of the Board of Delegates and the Central Labor Union of Hudson County and myself tried to get the men back and

45.
after a hard fight lasting for three (3) months, I succeeded in having the men reinstated. All communications in Document No. 28.

Providence, R.I. where the men were not receiving sufficient pay and after they had their smoker which was referred to earlier in the report, we took the question up with the City Officials and received a raise of wages of 25¢ per day. This not being sufficient, we again took the question up and with the co-operation of the Central Body, we succeeded in getting another 25¢ per day. All communications in Document No. 29.

A grievance against the wood block, Contractors and Corporations in the City of New York doing Wood Block Paving and who was employing non-union men, the co-operation of the office was asked. I visited each one of these contractors and corporations to see if the matter could be adjusted with no satisfactory results. Then communicated with the contractors and corporations asking if they would attend a conference and they all replied in letter that they would. We arranged for a conference at the Victoria Hotel in New York and after engaging the room and waiting for a considerable length of time, they failed to put in an appearance. This question for recognition of the wood block pavers union in the City of New York is still pending and in view of the fact that the men engaged in laying the wood block in the City of New York outside of the International Union receives only the sum of \$3.20 a day to our demand of \$5.00 a day is a difficulty matter to bring about a settlement. All communications in Document No. 30

On the Queens Borough Bridge in the City of New York which roadway is paved with Wood Block and on which no practical paver is employed and on March 6th, 1913 the roadway was in such a condition from the expansion of the block which expanded and rose in the air for the height of 2 feet, 20 feet wide and 100 feet and over in length and which was dangerous to traffic and from the terrible condition of the roadway all traffic was suspended on that portion of it. I had made complaints about the condition of this bridge and to try and get a practical paver employed. I took a photograph of the condition of the bridge on March 12th and had a conference with the Commissioner of Bridges and after explaining the situation and showing him the photographs, he asked me if I would not send him the photographs which I did. We constantly kept the question before the Commissioner and had a personal interview with the present Commissioner and after writing the facts in the case, I received the following letter:

DEPARTMENT OF BRIDGES,

City of New York

Municipal Building

Manhattan, N. Y.

F.J.H. Kracke,
Commissioner.

March 28, 1914.

The International Union Pavers, Rammermen and Flag-Layers,
Mr. Edw. I. Hannah, General Secretary,
223 E. 59th Street, New York City.

Gentlemen:-

Referring to your letter of March 27th, 1914, in

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reference to the reconstruction of the Wood Block Paving on the Queensboro Bridge, I desire to say that the help of your Organization, with a view of obtaining a sufficient appropriation so that this work can be done by departmental labor, will be greatly appreciated. I will do all I can at the time of the preparation of the Budget for 1915 to have the Board of Estimate and Apportionment view the reconstruction of the paving on the Queensboro Bridge in the same light that I do.

Yours truly,

F.J.H. Fracke,

Commissioner.

All communications in Document No. 31.

STRIKES.

In Scranton, Pa., Local #76, Asphalt Workers, looked for an increase in wages and had to go out on a strike. After being out for sometime and most of their places filled with non-union men, they requested the co-operation and support of the International Union. I wrote to Matthew Comerford, International President of the Steam Engineers and Asphalt Roller men and asked his support in helping us to adjust this strike. He sent the following letter addressed to Matthew McConville, Business Agent of Local #184:

International Union of Steam & Operating Engineers.

Brooklyn, N.Y., April 10, 1913.

Mr. Matthew McConville,
159 E. 57th St.,
New York City.

Dear Sir & Brother:-

I am in receipt of a communication from Secretary-Treasurer Hanna, of the Pavers organization requesting the assistance of our organization in unionizing men of his craft in Scranton, Pa.

As it is impossible for me to visit that city at this time, I requested that you visit Scranton at an early date as the representative of the General President, and give the pavers all the assistance you possibly can.

With kindest regards, I remain,

Fraternally yours,

Matt. Comerford,

Gen. Pres.

McConville and I went to Scranton and found the work being carried on with non-union men. We had a conference with a committee from the Scranton Central Labor Union and after talking the situation over arranged a conference with the Asphalt Employers. After being in conference about four (4) hours, we got the men who went on strike and members of our

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local an agreement with the employer with an increase of 5¢ an hour all around and an agreement to run two (2) years. We had to take in a few of the non-union men which were satisfactory to the local. Agreement in document No. 32.

In Providence, R.I. the Franklin Contracting Co. of New York had a combination contract in Providence to do a portion of a roadway with Granite and another portion with Wood Block pavement. The men in Providence wanted \$5.00 per day for 8 hours work to lay the Granite Pavement and the Franklin Contracting Company refused to employ them. They succeeded in getting an ex-member of the Providence Local to take charge of the job with three (3) others inexperienced men whose wages were \$2.50 and \$3.00 per day. The Providence Local requested the co-operation of the International Union and I went to Providence to see what could be done in relation to the matter. I had a talk with Mr. McKenna who was running the job to see if we could settle the question in favor of the union. He claimed that he did not get a fair deal from the local union in Providence and that they refused to recognize him or permit him to work. I took the matter up with the Superintendent in charge of the work and was unable to get any satisfactory results. I again took the matter up with McKenna and the men who he had working there and informed him that if he came out on strike for the benefit and protection of this industry, that I would use all efforts to have Local #32 of Providence reinstate him and promised that we would not permit any men to go in and take his place if he came out on strike. We had a talk with the men who worked with him and they had a talk with him and they agreed to strike. The men went out on a strike and was out for three (3) days when the company came to an agreement with me to pay the men the union rate of wages of \$5.00 a day as demanded by the Providence Local and the job was satisfactorily adjusted to the satisfaction of the Providence Local. The question of admitting McKenna into the local is still pending and I respectfully request that your committee look over the communications and documents in this case which is No. 33.

The Mastic Asphalt Local Union #72 submitted a demand for an increase of wages and which was refused. We see the employers who refused to grant the demand and after all efforts failing on our part to bring about a settlement, we called the men out on strike to enforce the demand. This brought about a conference with all the Mastic Asphalt Employers who called a meeting at the Builders Headquarters in New York and notified us to attend. We had a long conference with them and we could not agree. A week later we had the employers call another conference and after considerable discussion and arguments on both sides, we came to an agreement to give the men 25¢ per day increase in wages all around to take effect the first of January 1915 and an agreement to run for two (2) years which provided that none but union men affiliated with the International Union be employed. All communications in Document No. 34.

On Vernon Ave., Long Island City a railroad job, the contractor advertised for paving cutters. We went to see the contractor when he advertised and could not do anything with him. We seen him again and he finally consented to employ the union paving cutters. There was considerable trouble arose on this job, contractor claiming that he was paying the men too much according to their price-list. He finally put the men to work by the day and that was not satisfactory as the contractor requested the men to do more work than their bill of prices, thereby lowering the condition of wages and the final results were that the men went out on strike and

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asked the co-operation of the International Union. After the men being out on strike for a few days and after a few conferences being held with the contractors, I finally adjusted the question according to the bill of prices of the paving cutters union and the job was finished under union conditions satisfactory to all. Communications in Document No. 35.

District Council of New York and vicinity ordered a strike of the New York Railroad Pavers & Rammers to force union conditions for the Wood Block Pavers. After being out a short time the company granted the demand and employed union block pavers at union conditions.

In Stone Mountain, Ga. the Paving Cutters ordered a strike against the Venable Bros. who were employing men not affiliated with the Paving Cutters Local of Lithonia, Ga. There was a long constant contest for union conditions between the Venable Bros. and the union and from time to time many complaints were made to the International Union asking for their co-operation and aid. I took the matter up with President Doherty who took the matter up with contractors buying stone from the Venable Bros. and after conferences were held and the matter squarely put up to the Venable Bros., the Venable Bros. got in touch with the Officers of the Lithonia, Ga. local of Paving Cutters and after they had many conferences with the Venable Bros., the matter was satisfactorily adjusted by the Venable Bros. signing an agreement of their bill of prices and employing union men. Communications in Document No. 36.

I am morethan pleased to be able to state that after a four (4) year fight with the Asphalt Internst in Chicago and after a magnificent test in endurance and fidelity to the labor movement by the members of the Asphalt Local #25, Chicago, they succeeded in getting an agreement with the Asphalt Companies of Chicago, the recognition of their union and union conditions and they have to-day a strong powerful organization of that industry.

The Asphalt Workers Local Union #34 of Detroit, Mich. who are employed by the city and who was receiving straight time and owing to a civil service being put into effect, an order was issued only to give the men the time that they work for. The men refused to accept this and final action on the same as far as we officially know is still pending. Communications in Document No. 37.

All the locals in Philadelphia, Pa. demanded an increase in wages of \$4.50 per day for pavers working for contractors and \$4.00 per day for pavers and \$3.50 per day for rammersmen employed by the city. I was called to Philadelphia in regard to the men going on strike against the city and advised them that the only way they could get an increase in wages is in accordance with the regulation and the law governing the employment of the men by the city and the only power that the city had to grant this request was to refer it to the council men and ask for an appropriation to pay the men for this increase and this is the only way it could be done is through legislation of that body. I wrote the following letter to every select council men in Philadelphia, to the Mayor and the Contractors and action upon the matter is still pending.

New York, April 16, 1914.

Dear Sir:

We take the liberty of writing you in behalf of the Pavers & Rammers employed by the City of Philadelphia, Pa.

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and to respectfully call your attention to the condition of wage paid these men as compared with other cities. In every part of the United States and Canada with the exception of Providence, R.I., the city pays their Pavers & Rammers from 50¢ to \$1.50 per day morethan the City of Philadelphia, Pa. The method employed in the laying of paving and ramming is the same all over the world with very little variation in the laying of the stone pavement and everyone who understands the trade of paving will admit it is a very hard and laborious trade with a severe strain upon the back stooped all day long, very tiresome on the legs with the weight of the body on them all day, dangerous to the eyes and men run the danger of having their eyesight injured and we have many men who have lost their eye in getting struck from the chips that fly from the stones when piling them for paving and from cutting them. It is very hard and dangerous work on the hands and you can realize the danger these men meet every day from disease in the many places they are compelled to work.

We state these few facts so as to ask your support as one of the Select Council men to lend your influence to have the City of Philadelphia, Pa. pay to the pavers and rammers employed direct by the city a reasonable day's pay, the sum of \$4.00 which they demand. This is only a slight increase over what they are receiving now. The Pavers and Rammers employed by the City of Philadelphia are good faithful city employees and men who performs a day's work every day they are employed and should be compensated for their labor so as to give them a living wage and owing to the wages paid by other cities to their pavers and rammers, we feel the City of Philadelphia in justice to their employees, should grant their demand for \$4.00 per day. We earnestly and sincerely ask your support.

Assuring you of our sincere appreciation in behalf of the men employed by the city, we beg to remain

Very truly yours,

International Pres.

Gen. Secretary.

Communications in Document No. 38.

LEGISLATION.

As referred to in my report of the Convention of the State Workermen Federation, the resolution I introduced and which was indorsed, I found if we expected to get legislation, we would have to draft a bill amending the labor law. I had a bill drafted and introduced in the assembly of the State of New York by the Hon. Mark Goldberg and which bill is as follows:

STATE OF NEW YORK.

No. 1176

Int. 1097

IN ASSEMBLY,

February 17, 1917.

Introduced by Mr. GOLDBERG--(by request)-- read once and referred to the Committee on Labor and Industries.

AN ACT

To amend the labor law, in relation to employment of pavers and rammermen in cities of the first class.

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

- 1 Section 1. Chapter thirty-six of the laws of nineteen
2 hundred
3 and nine, entitled "An act relating to labor, constituting chapter
4 thirty-one of the consolidated laws," is hereby amended by adding
5 thereto, after section twenty-a, a new section, to be section twenty-b,
6 to read as follows:
7 20-b, Pavers and rammermen in cities of first class; employ-
8 ment. Cities of the first class which employ or cause to be em-
9 ployed pavers and rammermen in the construction or improvement
10 of the streets, avenues, highways, alleys and roadways therein,
1 shall employ such pavers and rammermen not less than two hun-
2 dred and fifty days in each calendar year. It shall be the duty of
3 the commissioner of highways or other public officer, board, de-
4 partment or commission having jurisdiction over the said streets,
5 avenues, highways, alleys and roadways to keep a list of the pavers,
6 and rammermen working in said city and to see that the work is
7 equally and properly distributed among them and that each obtain
8 work at the occupation above mentioned not less than two hundred
9 and fifty days in any calendar year.
10 2. This act shall take effect immediately.

and after being read was referred to the Committee on Labor and industry. We made the following argument in favor of the bill:

New York, April 21, 1913.

Hon. Senator Robert F. Wagner,
Capital, Albany, N. Y.

Dear Sir:

In our recent interview and in addition to our conversation in regard to Assembly Bill #1176 which was

introduced in the assembly by the Hon. Mark Goldberg and which bill passed the assembly and was sent to committee on Labor and Industry in the Senate of which the Hon. Anthony J. Griffin is chairman of and which bill was reported out and is now on the calendar of the Senate.

As you no doubt are aware, the great agitation going on for many years and is at present in trying to get legislation for good roads, streets and avenues and it is admitted by the best expert authority on road building that the cities of the first class in the State of New York are allowing its roadways, avenues and streets to become neglected by not doing the necessary repairs that is required to avoid danger and liability to the city and to maintain the streets, avenues and roadways in proper and safe condition and this can only be done by employing skill and competent mechanics in road buildings such as pavers and rammers to keep the roadways, streets and avenues in proper repair.

In many cases the fault and conditions of the roadways and our streets is the fault of those in charge of the department who does not ask the required amount of money to be appropriated to keep sufficient men employed to do all the necessary repairs and the records of the department will show that in many cases where those in charge of the department of streets, avenues and roads did not employ the men even for the period of time they were allowed the appropriation to employ the men for and thereby allowing the streets to become in some instances impassible and other streets and avenues in very dangerous condition while they had the money to maintain the same in proper condition and what will substantiate the above is the fact that in the last seven years they were removed from office, heads of department on charges made by civic bodies in relation to the condition of streets and the same civic bodies were in a way responsible for the condition of streets as they would protest against sufficient money being appropriated to maintain our streets and then charge the heads of department with neglect.

It is a well-known fact that the roadways, streets and avenues of our cities are an important part of our government and should be kept in proper condition for use of the public. As the corporation council of the various cities of our state can testify in view of the many actions instituted against the city for damages accruing through the condition of the streets which could be kept in proper condition and avoid all this litigation if the men were employed a sufficient number of days to repair the streets. The pavers and rammers are a body of men who give faithful employment to the city for the compensation that they receive and in many of the cities under the civil service regulations, these men have to pass a competed examination which consists of an examination of their physical construction and then must demonstrate their ability to be able to perform the work of paving and ramming by working at the trade of paving and ramming and accurately paving a certain given space and ramming a certain given space within a limited time under the supervision of an examiner appointed by the civil service commissioner and in the failure of a man not being able to perform the work, he is rejected as unfit. When a man makes an application to become an employee of the city he is under the impression that the city will so employ him if he is a per diem man for as many days as is possible for him to work and hence they accept the appointment but find out to their disappointment that the city only employs them at their own discretion and for no set or given time and in many cases where the men are employed as per diem men, they are started to work in the morning and in many instances worked until half-past-nine was knocked off

and only allowed an hour and a half for their time. Unless suspended from the department or given an official notice of their services not being required, they must report every morning for work and hang around until they are put to work and in the event of them not starting to work for a few hours or a day, they receive no compensation for the time lost. You will realize that these men are heavily handicapped as they are in a position that they cannot look for more steadily employment because of the fact that the city requires them to report for work every day and thus leaves them anticipating that they will be engaged to work and in view of their employment by the city no contractor will engage them when they are idle as the contractor feels that as soon as the work will start up with the city that the men will leave them and go to work with the city. There is every good reason why this bill should be passed as it will bring to the city competent and skill men in their respective calling by employing them under a condition which it is possible for a man to exist and to have the work performed in a practical and workman-like manner.

This bill has been indorsed by organized labor of the State of New York and by New York State Federation of Labor. The above named International Union and organized labor asking justice to the pavers and rammers employed by the cities and for the protection of our streets, avenues and roads so necessary repairs can be made.

Senator, after I explained the purpose of this bill to you when I was in Albany, you promised me you would use your influence to have the same passed. There is a considerable lot of pavers and rammers and good democrats in your Senatorial District and also our International Office is located in your district and I can assure you we will sincerely appreciate your efforts in passing this bill.

Very truly yours,

Gen. Sect'y.

After many visits to Albany, I succeeded in having the bill reported out of committee and passed the assembly and after it passed the assembly, the public press of the cities of the first-class, Rochester, Buffalo and New York, commenced to attack the bill and made many statements in relation to the purpose of the measure. (The Municipal Research Committee opposed it. After the bill passed the assembly it went to the committee on labor and industry of the senate. The District Council of Greater New York gave us valuable support in trying to get this bill enacted into law. They spared no efforts or expense in co-operating with the International Union to have this bill favorably acted upon, also did the individual locals that are affiliated with the District Council and throughout the state. We had many interviews with the Chairman of the Committee of Labor and Industry of the Senate and we at last succeeded in getting it reported favorable to the senate and placed on the calendar for passage. While this bill was on the calendar for passage, the fight took place between the Political Parties and Governor Sulzer and before the senate could reach the calendar, they adjourned and by their act killed the bill. We used every effort before the adjournment to have them call the bill up so as to have it passed, but owing to the bitterness of the political fight, we were unable to succeed. There was much legislation which we co-operated with the labor movement in having passed and effort was made to amend the eight (8) hour law which was successfully resisted.

I appeared before the joint committee of the judiciary

#18.

of the senate and assembly and spoke in favor of the workmen compensation act and after a hard fight of the labor movement against those opposed such as the Manufacturers Association, the Insurance Company and other industries, the labor movement succeeded in getting the bill passed and the governor to sign it and we now have a workmen compensation act on the statute book as law in the State of New York.

We supported the Hoey Vacation bill and which was enacted into law and it was found after being enacted that it was not much benefit to the workers as it gave to the heads of the various departments of the state, discretionary power of giving the vacation or not to give it. We have co-operated with the American Federation of Labor in appealing to the congressmen and the United States Senator to act favorably upon the bill, taking the labor unions out of provisions of the Sherman Anti-Trust Law.

An Act to amend the Greater New York charter, in relation to the compensation of inspectors of public improvements.

An Act to amend the Greater New York charter, in relation to compensation for city employees during absence from duty occasioned by injuries received in the performance of duty.

An Act to amend the Greater New York charter, in relation to subordinates and employees of departments, boards, bodies or offices of the city of New York.

and supported many other bills for the interest of labor.

Communications to be found in Document No. 39.

There was introduced in the legislature an act giving home rule in the cities of the first-class of the State of New York which gave the cities the power to legislate for the interest and welfare of the cities. This bill was a good bill and I lent my aid in co-operating with the labor movement in having it passed. It was enacted into law and placed upon the statute books. I got an ordinance drawn in legal form for not less than 250 days employment for Pavers & Rammers and had it introduced in the Board of Aldermen which is as follows:

No. 4083.

Pavers and Rammers employed in the Borough of Brooklyn, Borough of Richmond, Borough of Queens, Borough of The Bronx, Borough of Manhattan, by The City of New York, in the construction or improvement of the streets, avenues and highways, shall employ such Pavers and Rammers in the above mentioned boroughs not less than 250 days in each calendar year. It shall be the duty of the Commissioners of Highways or other public officers, Board, Department or Commission having jurisdiction over the said streets, avenues, highways and roadway, to keep a list of the Pavers and Rammers working in said City of New York and to see that the work is equally and properly distributed amongst them, and that each obtain work at the occupation above mentioned not less than 250 days in any calendar year.

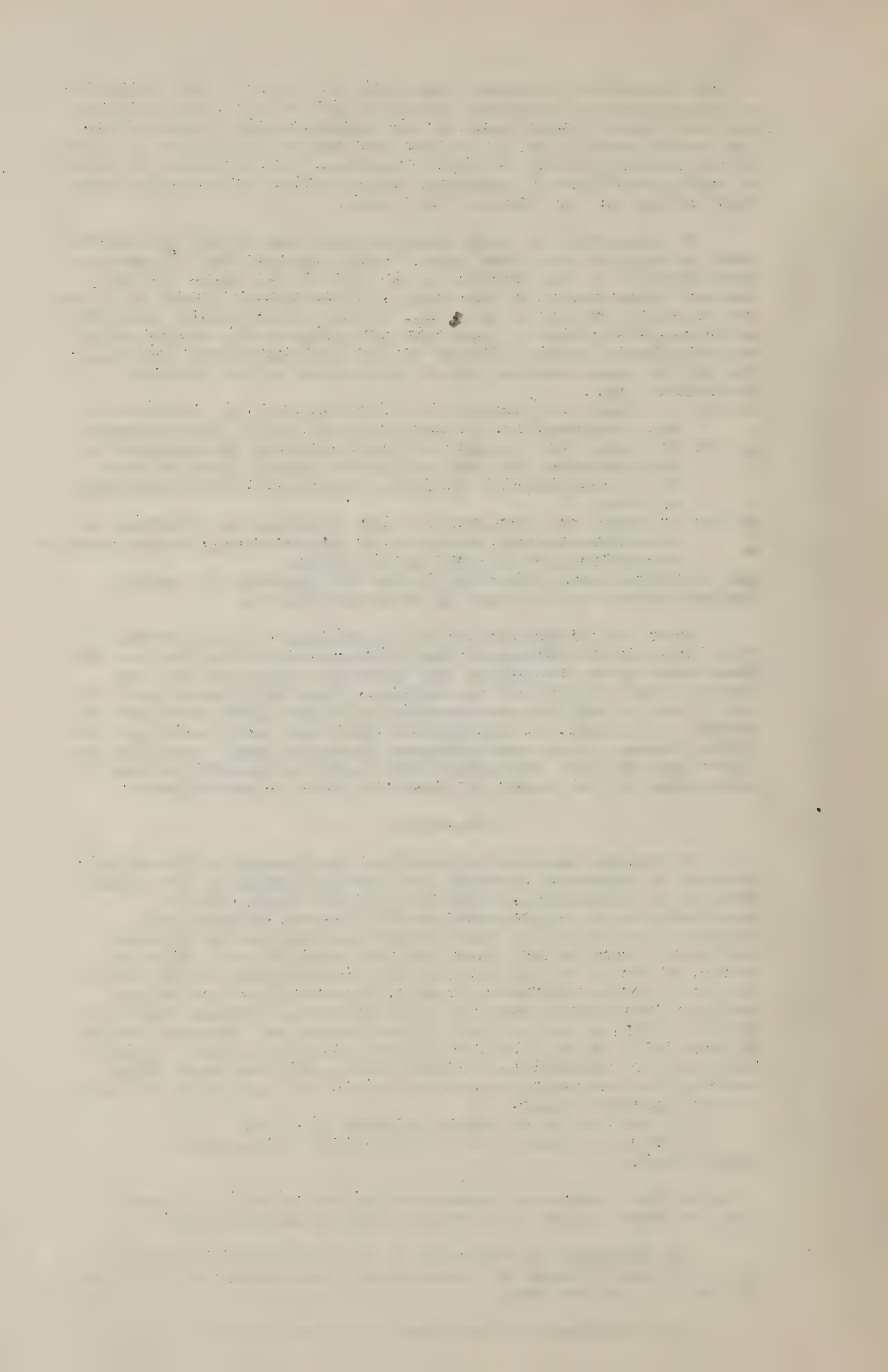
This act to go in effect January 1, 1914.

Which was referred to the Committee on Law and Legislation.

also another ordinance introduced in the Board of Aldermen for per annum salary of foremen which is as follows:

"AN ORDINANCE in relation to the employment of Foremen and Assistant Foremen in the several Departments of Highways in the City of New York.

Be it Ordained by the Board of Aldermen of The City of



New York, as follows:

Section 1. On and after January 1, 1914, all Foremen, with the title of Foremen or Assistant Foremen, in the employ of the several Departments of Highways of The City of New York shall be employed on a per annum basis. Those with the title of Foremen shall be compensated at a rate not less than \$1,200 per annum, and those with the title of Assistant Foremen shall be compensated at a rate not less than \$1,050 per annum, and in each instance to be paid monthly.

Sec. 2. The Board of Estimate and Apportionment is hereby authorized to make such apportionment of moneys to the respective Departments of Highways as may be necessary to carry the provisions of this ordinance into effect.

Sec. 3. This ordinance shall take effect immediately.

Which was referred to the Committee on Laws and Legislation. We spent many days trying to get a hearing upon these bills and finally succeeded in doing so. A committee from the District Council and myself appeared in favor of both bills and we were informed by the leader of the Democratic Party in the Board of Aldermen, the Corporation Counsel declared if the 250 day bill passed the Board of Aldermen that it would be unconstitutional as it was class legislation. The hearing closed and the committee failed to make a report on either bills. Communications to be found in Document No. 40.

I appeared before the Board of Estimate and Apportionment of the City of New York which is the legislative body which makes the appropriation for all departments, in regard to more steady employment for the Pavers & Rammers employed by the city. We appeared before the budget committee when they were making up the appropriation for various departments for labor, in regard to having them recommend an appropriation of sufficient money to allow more steady employment for our men in which we gained some slight results. Before the Board of Estimate and Apportionment in regard to putting the foremen on per annum salary. This question is now pending action before the standardization committee of the Board of Estimate and Apportionment. I appeared with a committee from the Central Federated Union before the committee of the Board of Estimate and Apportionment in favor of the Rapid Transit Subway and with a committee to have the prevailing rate of wages be paid to all mechanics and laborers employed by the city. I visited all the Borough Heads of the various departments, in regard to a vacation for per diem employees. In some instances the Borough Presidents gave the men a few days more than others. We had one Borough President named Miller of the Bronx who was so narrow-minded that he couldn't see why the per diem employees wanted a vacation and who refused to grant any. He has since been retired as Borough President. I appeared by request of the District Council of New York before a committee of the Board of Aldermen on the two (2) weeks vacation bill for all per diem employees. There were some objections to the bills by two (2) Borough Presidents and after the hearing closed the bill was amended to meet these objections. This bill was reported favorable to the Board of Aldermen as amended by the committee and which bill is as follows:

AN ORDINANCE amending Vacation Ordinance.

Be it ordained by the Board of Aldermen of The City of New York, as follows:

Section 1. The executive heads of the various departments and bureaus thereof of The City of New York, including the Department of Education, shall grant to every employee of The City of New York for whom provision is made for continuous or yearly services, a vacation of not less than two calendar

weeks in each year.

Section 2. Such vacation, except as provided by Section 3 hereof, may be extended for such period of time as the duties, length of service and other qualifications of any employee may warrant.

Section 3. Vacations shall be granted to temporary or part time employees equal to one day for each thirty days and the major fraction thereof for which allowance for them may be or may have been made; but the provisions of section 2 hereof shall not apply to such temporary or part time employees.

Section 4. Such vacations, as provided by sections 1, 2 and 3 hereof, shall be granted at the discretion of the executive heads of the various departments and bureaus thereof.

Section 5. For all such vacations and for all additional time granted, as provided in section 2 hereof, the same compensation shall be allowed as if the recipient were actually employed.

Section 6. This ordinance shall take effect immediately. I appeared before the Borough President of the Bronx, Queens, Brooklyn, Richmond and Manhattan in regard to reclipping the old granite blocks. I showed by argument the old granite block could be made equal to a new block and by the use of the same to cut the cost of granite block one-third. I was very successful in this and every Borough President adopted this method as far as they thought practical. In Manhattan, the Borough President referred me to his Consulting Engineer and he allowed me to make a demonstration under the supervision of his Engineers. The Paving Cutters Local furnished three (3) men and the Department furnish the paver and we made a sample under the supervision of the city officials and which convinced them, our contention was just and proper and recommended in his report to the Borough President adoption of this method and which since has been put in operation by letting contracts for this class of work. I also took this question up with Philadelphia, Newark, Jersey City, Baltimore, Buffalo, Cincinnati, St. Louis and San Francisco and I made the following argument in favor of its adoption.

Briefly is as follows.

I call the attention of the city that they have in the streets some good granite paving quarries and a better and more seasonable granite and that which comes fresh from the quarry which now makes the roadway in many of the streets in the city and are suitable to be made into a first class-A Granite paving block by having them reclipped and dressed to-wit. Granite Blocks can be redressed equal to a new granite block and cut down to a size not less than 6" and not more than 10" in length, 4" in width and a uniform depth of 5" and cleanly dressed so as not to have more than a 3/8 joint when layed. The cost of reclipping and redressing these blocks to be as the above specification would be \$25.00 per 1,000 B. and as it would take about 1,500 of these specified blocks to cover the same area of about 45 square yards as the 1,000 of the present block now in use covers, therefore the cost would be \$37.50 to cover the same area of 45 square yards or about 84¢ per square yard thus saving the cost between the new or reclipped block which will be fully 1/3 saving to the city. Communications to be found in Document No. 41.

PROTEST.

I appeared before the Essex Trade Council of Newark, N.J. in regard to the paving of Broad Str., Newark, N.J. with Wood Block and they appointed a committee of three (3) to co-operate with me. We visited the Mayor who was against the laying of

Wood Block on Broad Str. and he vetoed a resolution of the Board and which veto will be found in Document No. 42.

The board after receiving the veto of the Mayor passed a resolution over his head and which he was forced to sign and the work was let to the Newark Paving Company. This was one of the most flagrant pieces of imposition ever perpetrated upon the public as the granite block in Broad Str. could be redressed and made into a class-A block which would have saved the city a considerable amount of money and would have made an ideal pavement. In the records of many experts who the Mayor appointed to investigate and report the advisability of laying wood block on Broad Str. Everyone of them submitted its report in writing expressing the opinion that when the traffic gets more heavier on Broad Str., that the Wood Block would have to be taken up and stone pavement substituted which report can be found in Document No. 43. I sent the following letter on the question to every council man and the Mayor in the City of Newark:

New York, Feb. 18, 1914.

Hon. Jacob Haussling,
Mayor of the City of Newark,
City Hall, Newark, N. J.

Dear Sir:

I am informed the City of Newark is going to pave Broad Str. with Wood Block and as we are very much interested in street paving, I take the liberty of writing you in regard to the paving of Broad Str. I call to your attention the City of Newark has in Broad Str. a good granite paving quarry and a better and more seasoned granite quarry than there is to be found. The old granite block which now makes the roadway in Broad Str., are in a position to be made a first-class .A. granite paving block by having them reclipped and dressed to-fit:

Granite Blocks on Broad Str. can be redressed equal to a new granite block and cut down to a size of not less than 6" and not more than 10" in length, 4" in width and a uniform depth of 5" and to be cleanly dressed so as not to have more than a 3/8" joint when layed. The cost of clipping and redressing these blocks to be as the above specification would be \$25.00 per 1,000 and as it would take about 1,500 of these specified blocks to cover the same area of about 45 sq. yds. as 1,000 of the present block now in use in Broad Str. covers, therefore, the cost would then be \$37.50 to cover the same area of 45 sq. yds. or about 84¢ per sq. yd. and basing wood block at \$2.50 per sq. yd. layed, the city would save by redressing these granite blocks about \$1.40 a sq. yd. against wood block and by redressing these old blocks instead of putting in new improved granite blocks in Broad Str., the city would save \$1.00 a sq. yd. and as the present granite block averages about 7" in depth, the city can save on the excavation and the removal of sub-grade as the redressed block would be only 5" in depth. This granite block pavement can be made a noiseless pavement, if they are properly clipped and dressed with no bunches on side or top laid on a good concrete foundation for base, on a sand cushion of 1 inch. In forming a roadbed upon which to place a pavement of this kind, the earth should be well tamped or rolled so as to make a firm base for the concrete as the foundation is the secret of good pavements and the great carelessness on the part of some, who has charge of paving contracts, is the manner in which they allow the earth to be thrown in around water gates, man-holes, electrical man-holes and etc. with the lack of proper tamping so as to make the

earth solid and compact. You will notice on many of the streets recently paved, depressions in the paving around these covers where they have not been properly tamped. Cement grout or tar properly heated should be put in the joints of the paving and which joints of the paving should not be more than $3/8$ " in space. The grouting and tarring will leave a perfectly water-proof pavement. It will also be a noiseless and smooth pavement and not a slippery one and a paving satisfactory to everyone and a great saving of money to the city.

Hon. Mayor, at any time convenient to you or your representative, I would like to take up an intersection or any part of a section of Broad Str. and reclip the block to show you by a practical demonstration just what it means and pave the same or I will take a few paving cutters to any of the corporation yards and show how the old granite block can be made into a good substantial new specified block. If your department has no way of paying for this demonstration, we will gladly pay the cost of labor out of our funds. The above cost of reclipping block is based upon making a first-class pavement.

I would be pleased to call on you in reference to this matter or before any person that you may select in advocating the adoption of this method of paving Broad Str. as I feel confident from my experience that it will give the necessary satisfaction and will meet the approval of all interested in good highways and roadways. If I have taken any liberty of writing to you in regard to the above, I ask to be pardoned.

Hoping to hear from you, I remain

Very truly yours,

BS&AU
12646

In Pittsburg, Pa., the local sent me a clipping of the action of the city officials to pave _____ with Wood Block. I wrote the following letter to the Commissioner and also to the Mayor and one to the Pittsburg Press and sent a copy of the letter to the local.

New York, May 9, 1914.

Director Swan,
City Hall,
Pittsburg, Pa.

Dear Sir:

Seeing a notice in the Pittsburg, Pa. press that you contemplate paving Oliver Ave. with Wood Block, I write you as I believe you are interested in the practical development of the City of Pittsburg and to protect the tax-payers from any imposition to call your attention to the great waste of public money it is in paving Oliver Ave. with Wood Block which are easily cut and split, the fiber being so short as to have little vertical strength, failures also occur in the Wood Block Paving by reasons of expansion, it quickly wears out, blows up in the air from water expansion and frost, cannot be kept or repaired in good order.

Wood Block after about three (3) years, wears in the holes which makes it a very noisy and unsanitary pavement and it is not a suitable pavement where there is heavy traffic.

In support of these statements, I respectfully call your attention to the condition of Warren Str., New York City, which was paved with Wood Block from West Str. to Church Str. and owing to the poor wearing quality and the many defects of Wood Block Pavement, was ordered taken up and paved with Granite and under date of March 1st, 1914, the contractor has started to work and is now taking all the Wood Block to the dump.

The Southern Boulevard in the Borough of the Bronx, City of New York is another good example of the waste of the public funds in using Wood Block as a paving as it must be constantly kept in repairs and after every winter, must be barricaded against traffic, so as to do the necessary repairs which makes this a very expensive pavement.

I call your attention to the condition of the wood block pavement in Broadway, between Fifty-ninth and Seventy-ninth Sts., was the cause of general complaint yesterday by hotel managers and storekeepers. The warm weather and the bright sunshine brought the creosote oil with which the wood blocks were treated bubbling to the surface, forming a sticky coating. Some of the hotel men said that their patrons were complaining. They had told their troubles to the city officials before, they said, and felt that little had been done in answer to their complaints.

During the hot weather early in May, said one of the hotel men, portions of the roadway had been covered with sand, which absorbed the sticky coating. Yesterday but one section was treated with the sand--a stretch from Sixty-sixth street to a joint just north of Sixty-seventh Street. In other sections where the sun shone brightly on the pavement the surface was very soft. A dozen people stopped to kick the tarry substance from their shoes after crossing the street or walking from the subway station at seventy-second street.

Sand had been placed on the street when the first complaints were made in May, it was said, and if conditions justified it, it would be sprinkled on the street again.

There is no use for us to talk about it, for you can see for yourself what the conditions are. Just walk across the street and you will find your shoes all covered with the stuff. People bring it into the hotels on their shoes, and it ruins the rugs and carpets. It certainly does seem that the city ought to be more generous with the sand. The condition now is a shame.

The warm weather, it was explained, caused the blocks to swell, and this resulted in the oil being pushed to the surface.

I also call your attention to the Manhattan Bridge about two (2) years ago the roadway which is paved with Wood Block took fire and done considerable damage to the girders of the bridge through its tremendous heat before the firemen got control of it. The records of this fire can be had at Fire Headquarters, East 67th Str., New York City. You will also find enclosed a clipping from the Newark Evening News in relation to the plank road, Jersey City which only has been recently completed and a cut showing the great damage done by its expansion.

The Queens Borough Bridge in the City of New York which has a length of two (2) miles and a quarter and a roadway of 80 feet is paved with wood block. It has cost the city on an average of about \$20.00 a day to keep this roadway sanded so as to save the horses from injuring themselves by slipping and falling. Every winter and after every storm, the wood block expands to such an extent that a portion of the roadway of the

Bridge is shut to traffic and it has cost the city in addition to the sanding \$1.50 a yard to repair it and there is a gang of men constantly employed in repairing the roadway as to leave it open to traffic. There was a couple of men killed by being thrown off their trucks from the ruts and holes. I have two (2) or three (3) cuts that was taken of this bridge and the condition of the block and if you are interested in this argument against wood block, I would be pleased to mail them to you so you can see for yourself. There is no authority which we have records of or any expert who will favor wood block pavement for heavy traffic because of its many defects and its poor wearing quality.

If you desire to investigate the matter which I refer to, I would be pleased to show anyone who you designate the condition of the wood block throughout the City of New York and the immediate vicinities and we are in a position to show where the defectiveness of the wood block is, as in many instances when investigators goes to look after conditions, they are only shown that which appears favorable. If I have taken any liberties in calling these facts to your attention, I ask to be excused.

Hoping you will give this your earnest consideration,

Very truly yours,

BE&AU
12646

Scoy.

Our reason for protesting against Wood Block is because it is not a standard pavement and through the system of pluggers, the wood block interest has gone from city to city to have wood block adopted thereby doing away with the standard pavement of the world as experts have reported stone pavement. Most of these firms doing wood block pavement employs unskilled labor at cheap wages to do the work. Communications in Document No.44.

CIVIL SERVICE.

I have taken the question of employing unskilled labor doing the work of our trade in violation of the civil service, rules and laws and in some instance being successful. I sent the following letter to the civil service commissioner in Philadelphia, Providence, Buffalo, St. Louis, Baltimore, Cincinnati and San Francisco to have them adopt a practical test to the employment of pavers & rammers and curb setters and etc. in the city department and which some of the cities have adopted. In many of these places all the qualifications that is necessary is to have a good strong political backing.

Dear Sir:

I take the liberty of writing to you as had of the Department in regard to the Pavers and Rammers employed in the City Departments.

The system of selecting the men does not bring to the Department the class of mechanics skilled in their trade and as the case exists to-day, men are appointed who do not understand the requirements necessary to be a competent and skilled workmen and are unable to do the work required of them. In view of these facts and as we believe you are desirous of having in the Department, men who are skilled and practical in the trade of paving and raming & etc., we respectfully suggest for your consideration and action the following:

When an application is made for the position of pavers or rammers & etc., the said applicant, before being appointed should be taken to the Corporation Yard and in a space of, say, 15 or 20 feet in width and, 10 or 15 feet in length, on a sand bed, be compelled to pave and ram in a practical and workmanlike manner and show his fitness to fill the said position to which he applies for and under the supervision of someone who is or has a practical knowledge of paving and ramming, who shall judge whether the applicant is qualified and competent to do the work required of him.

By this method you will bring to the employ of the City, men who are skilled and competent to do the work required of them by giving them this practical test of their fitness. Communications in Document No. 45.

APPEALS.

We have had many appeals for help to aid our fellow workmen from the American Federation of Labor and the one cent assessment for the United Hatters, Gompers, Mitchell and Morrison Contempt case. Communications in Document No. 46.

DECISIONS MADE.

Decisions made on the law of our International Union in regard to travelling cards. Decisions involving the trade labor unions and the organized labor under the Sherman Anti-Trust Act. Decision of the Attorney General of the State of New York on the prevailing rate of wage law. The decision of the Post-Master General, defending the eight (8) hour law as applies to the working force of the post-office department. Decision of the International Executive Board on the complaint and charges made by Local #62 against Local #50. After all the evidence and testimony were taken the board unanimously agreed that Local #50 shall confine themselves to the work of regulating and grading until such time as they prove to the satisfaction of the International Officers that they are receiving the prevailing rate of wages. Communications in document No. 47.

We have in Document No. 48, clippings from the public press of the country showing the force of the argument that has been made to safe-guard our interest.

I co-operated with the State Workermen Federation of Labor of the State of New Jersey in having placed upon the statue books of the State of Jersey, an eight (8) hour law and it is the object of the labor movement to establish a universal eight (8) hour work day.

Eight Hour Work-Day

History and philosophy agree that the movement for less hours of toil has been strictly within the lines of industrial progress, and so far from being an aggressive war upon social interests, as claimed by the exploiting and profit-living class; it is the truest exponent of the demands of modern industrialism for a broader and a higher and nobler civilization. When we release the poor drudge from long hours of scantily requited toil and give him daily hours of relaxation and leisure with an army of additional toilers, that we at once raise him in the social status of society.

It therefore becomes the duty of the International Union to continue our agitation for a universal eight-hour work-day.

#24.

I think I have said enough to indicate my belief at least in the ethical character of the modern labor movement. I do not claim that it has never made mistakes or that its members have never been guilty of wrong-doing. I maintain, however, that its general tendency is along the line of real and substantial uplift, and that real progress is being made in that direction because of the existence of the modern trade union. We are sure that the brotherhood of man is being promoted by the work the unions are performing, and that sometime, when the history of our day is written, trade unions will be recognized as ethical forces promoting the science of human duty.

In concluding this report, I desire to express
Conclusion. my sincere appreciation of the work of my
associates on the Executive Board, also to the
officers and the rank and file of the union for their
co-operation in carrying forward the work of safe-guarding
and protecting our industry.

Respectfully submitted,

Edw. J. Hannah.
Gen. Secy.

BS&AU
12646

Secretaries.

Local 1	Charles Crowley	809 Courtland Ave.,	Bronx, N.Y.
2	James Christie	1849 Broadway,	Brooklyn, N.Y.
3	Frank Olsen	324-93rd Str.,	Brooklyn, N.Y.
4	Thomas O'Reilly	1515-1st Ave.,	New York City.
5	D. Hart	150 East 31st Str.,	Brooklyn, N. Y.
6	Charles Martin	283 Classon Ave.,	Brooklyn, N.Y.
7	Bert Reilly	408 East 65th Str.,	New York City.
8	T. H. Connaughton	44 Wayne Str.,	Jersey City, N.J.
9	H. McNally	2245 Webster Ave.,	Bronx, N. Y.
11	Raffaele Hannarone	23 Passaic Ave.,	Nutley, N. J.
12	Geo. Hastreiter	358 Box Ave.,	Buffalo, N. Y.
15	J. Gallagher	766 Morgan Str.,	Cincinnati, O.
16	Frank Sumner	5597 Wells Ave.,	St. Louis, Mo.
17	Thomas Cleary	1617 Bank Str.,	Louisville, Ky.
18	James W. Cullen	505 San Bruno Ave.,	San Francisco, Cal.
20	Geo. Hull	116 N. Curley Str.,	Baltimore, Md.
21	J. J. Nolan	392 Manhattan Ave.,	New York City.
23	C. Jennejohn	949 N. Goodman Str.,	Rochester, N.Y.
25	John H. Wilson	314 N. Weston Ave., Rear,	Chicago, Ill.
26	Charles Gillon	3307 Geary Str.,	San Francisco, Cal.
27	Edward I. Hannah	223 East 59th Str.,	New York City.
29	Bedford Flowers	2626 Franklin Ave., Rear,	St. Louis, Mo.
30	Joseph Maas	1008 McDonough Str.,	Baltimore, Md.
32	John Keenan	129 Ridge Str.,	Providence, R.I.
34	Carl Newly	50 Brewster Str.,	Detroit, Mich.
35	Al. Figolah	3309 Lowe Ave.,	Chicago, Ill.
36	P. J. Walsh	2014 Main Str.,	Seattle, Wash.
37	G. Graul	817 East 152nd Str.,	Bronx, N. Y.
39	Giuseppe Coletti	19 Morphy Mt.,	Newton, Mass.
40	M. Davin	1701 Belasco Ave., Beechview,	Pittsburg, Pa.
42	M.G. Powers	354 East 120th Str.,	New York City.
43	Al. Figolah	3509 Lowe Ave.,	Chicago, Ill.
46	Cesidio Baccari	742 So. Warnock Str.,	Philadelphia, Pa.
48	Fred Townsend	10 Osgood Str.,	Lawrence, Mass.
49	Frank Farrell	223 East 59th Str.,	New York City.
50	Raymond Locascio	340 East 105th Str.,	New York City.
54	James Walsh	2517 E. Lehigh Ave.,	Philadelphia, Pa.
55	R. Rowlands	2840-8th Ave.,	New York City.
57	J. Denn	399 East 78th Str.,	New York City.
58	R. Radtke	977 Holton Str.,	Milwaukee, Wis.
59	John Green, c/o Tyler,	1775-3rd Ave.,	New York City.
60	Edward Broderick	507 East 82nd Str.,	New York City.
61	J. Keller	54 Adams Str.,	Elmhurst, L.I.
62	A. Raeburn	97 Eldert Str.,	Brooklyn, N.Y.
64	Charles Weber	3200 Clark Ave.,	Cleveland, O.
65	T. V. Bird	General Delivery,	Lithonia, Ga.
67	A. Brown	2112 Tracy Ave.,	Kansas City, Mo.
68	C. Johnson	5 East 9th Str.,	Oklahoma City, Okla.
70	Edward Lee	21 Brighton Pl., N.S.,	Pittsburg, Pa.
71	J. Creedon	1018 Florida Str.,	San Francisco, Cal.
72	H. Brattisone	315 East 61st Str.,	New York City.
73	Hohn Millan	6557 Ladson Str., E.E.,	Pittsburg, Pa.
75	C. Williams	R.F.D. #2, Box 8,	Mt. Airy, N. C.
76	D. A. Gilmer	311 Oakford Ct.,	Scranton, Pa.
77	Samuel Accchione	749 So. 11th Str.,	Philadelphia, Pa.
78	E. Barnard	467 5th Str.,	Montreal, Can.
79	William Vaughn	807 Chambers Str.,	Trenton, N.J.
80.	F. A. Pritchard	1412 Scovill Ave.,	Cleveland, O.

